LOYALTY OATH

State of Arizona, County of Maricopa,

I, ________________________________________, do solemnly swear (or affirm) that I will support the
Constitution of the United States and the Constitution and laws of the State of Arizona, that I will bear true
faith and allegiance to the same and defend them against all enemies, foreign and domestic, and that I will
faithfully and impartially discharge the duties of the office of ____________________________
(Job Title)

according to the best of my ability, so help me God (or so I do affirm).

________________________________________
Signature of Employee

A.R.S. §38-231

A. In order to ensure the statewide application of this section on a uniform basis, each board, commission, agency,
and independent office of this state, and of any of its political subdivisions, and of any county, city, town, municipal
corporation, school district and public educational institution, shall completely reproduce this section so that the form of
written oath or affirmation required in this section contains all of the provisions of this section for use by all officers and
employees of all boards, commissions, agencies and independent offices.

B. Any officer or employee who fails to take and subscribe to the oath or affirmation provided by this section within
the time limits prescribed by this section is not entitled to any compensation until the officer or employee does so take and
subscribe to the form of oath or affirmation prescribed by this section.

C. Any officer or employee having taken the form of oath or affirmation prescribed by this section, and knowingly at
the time of subscribing to the oath or affirmation, or at any time thereafter during the officer’s or employee’s term of office or
employment, does commit or aid in the commission of any act to overthrow by force, violence or terrorism as defined in
section 13-2301 the government of this state or of any of its political subdivisions, or advocates the overthrow by force,
vio lence or terrorism as defined in section 13-2301 of the government of this state or of any of its political subdivisions, is
guilty of a class 4 felony and, on conviction under this section, the officer or employee is deemed discharged from the office
or employment and is not entitled to any additional compensation or any other emoluments or benefits which may have been
incident or appurtenant to the office or employment.

D. Any of the persons referred to in article XVIII, section 10, Constitution of Arizona, as amended, relating to the
employment of aliens, are exempted from any compliance with this section.

E. In addition to any other form of oath or affirmation specifically provided by law for an officer or employee, before
any officer or employee enters upon the duties of the office or employment, the officer or employee shall take and subscribe
the following oath or affirmation: [loyalty oath stated above]

F. For the purposes of this section, “officer or employee” means any person elected, appointed or employed, either on
a part-time or full-time basis, by this state or any of its political subdivisions or any county, city, town, municipal corporation,
school district, public educational institution or any board, commission or agency of any county, city, town, municipal
corporation, school district or public educational institution.

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